GRUMMAN plane news

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Pave Mover heads West

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Material, technical areas realigned

Grumman Aerospace recently announced the formation of two new organizations: Corporate Material Operations and Technical Operations.

Commenting on the organizational realignment, Executive Vice President-Operations John O'Brien states, "A business must be flexible and able to adapt to the changing times. In the past five or six years, we have become more production oriented. These organizational changes reflect that orientation and the need to consolidate our efforts in the technical and material worlds."

It's material

Corporate Material Operations combines Corporate Procurement Operations and the Material Management Department. Former director of Corporate Procurement, Senior Vice President Phil Vassallo, has been appointed director of the new operation. Bob Watkins, who was assistant to the chairman and president of Grumman Aerospace, is the new deputy director.

"In 1974, the Material Management Department was formed to improve the control and flow of materials to the production line," states O'Brien. "Over the past seven years, the people in Material Management have established a strong foundation to build upon. The merger between Procurement and Material Management will provide the company with a more efficient and effective organization."

Tom Harding continues as director of Material Management; Bob Simon, formerly special assistant to Vassallo, is the director of the Corporate Procurement Department. Both report to Vassallo and Watkins.

Streamlining technical world

Technical Operations is a streamlined version of its predecessor, Departmental Operations. Senior Vice President Larry Mead is the director of this new operation. Vice President Tom Kelly moved from his job as director

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Survey: 1,310 Grummanites say what's on their minds

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New building adds needed office space

Construction will begin this month on a 37,000 square foot modular office building next to Plant 1. This addition, along with the renovation of the plant's existing office space, will allow all F-14 program personnel to work under one roof. At the same time, all E-2 and C-2 program personnel will set up shop in Plant 25.

While the work is going on in Plant 1, the F-14 ILS personnel now there will move to a temporary home in the now-vacant Energy Systems building (Plant 47) in Bohemia and the recently completed Plant 14 extension.

Their relocation will take place this weekend. Everyone assigned to Plant 47 will have new telephone extensions. For information, call the Grumman operator, Ext. 3369.

The work should be completed by March of next year. The production areas of Plant 1 will not be affected by the expansion.

According to Bob Myers, vice president—Resources, "The demand for office space has been increasing due to new programs, such as Forward Swept Wing and V/STOL, and because our major Aircraft programs are engaged in major system development activities."

The Plant 1 addition will be similar to the extension built onto Plant 14. It will be one story tall and will be connected to the over-40 year old Plant 1 by a common corridor. About 330 people will work there.

The Grumman mark. *Equipped with Grumman-assembled powerplants, the DC-8-71 takes off from Tulsa International Airport for its first flight.*

Quiet flier is a roaring success on its five-hour first flight

Equipped with Grumman-assembled powerplants and pylons, the first DC-8 Super 70 Series aircraft took off on its maiden flight on August 15 from Tulsa International Airport in Oklahoma.

"Those engines are the quietest powerplants I've ever heard on an airliner," reports Joe Beattie, Grumman's DC-8 Super 70 Series program manager, who witnessed the successful five-hour first flight.

Back at Grumman, the transition of the DC-8 assembly line from Long Island to Stuart Operations in Florida continues to progress smoothly.

Super engines

The Super 70 Series will be refitted with the quieter, more fuel-efficient CFM56 turbofan engines, produced jointly by General Electric and SNECMA, a French manufacturer. CAMMACORP, a Los Angeles management organization, is supplying overall program management.

Awarded in 1979, Grumman's multimillion-dollar contract covers nacelles and pylons for 100 airliners and an option for 50 more. Since the DC-8 is a four-engined plane, 600 nacelles and pylons may be built by Grumman through 1985. Grumman also is responsible for engine build-up which entails installing GAC manufactured lines, tubes, brackets, harnesses, etc. on the production CFM56 engines along with various other components and assemblies so that a complete powerplant is ready for installation in Tulsa.

Healthy start

To date, Grumman has delivered three shipsets of pylons and two shipsets of nacelles to McDonnell Douglas' facility in Oklahoma. "Everyone has been impressed by our quality of workmanship — especially since these are just the first of many to come," states Beattie.

The customer is also quite pleased with the Grumman crews that have been helping with the installation at the Tulsa site. "These Grummanites have been praised for their competence and knowledge," says Beattie.

As the Long Island line phases out and the Stuart crew begins production, Beattie predicts continued success for the DC-8 program at Grumman.

"The Stuart team journeyed up to Bethpage and Calverton to get hands-on experience," says Beattie. "Today, they are working in the new Stuart building on the nacelles and engine build-up. The pylon fixtures are on their way to Stuart. So far, it's been a very smooth transition."

By year's end, Grumman will have delivered eight shipsets to Tulsa.

The first re-engined DC-8 is slated to return to McDonnell Douglas' flight test facility at Yuma, Arizona, where FAA certification of three Series 70 models will be completed. The first DC-8-71 is scheduled to enter service with United Airlines in early 1982. Orders and options for 134 re-engined DC-8 aircraft have been placed by nine other operators including Air Canada, Capitol, Delta, Flying Tigers, Jet Aviation, Overseas National Airlines, Spantax, Transamerica, and the French Air Force.

obituaries

MICHAEL RANALDO of Prototype, Pl. 44, died Aug. 7 at the age of 51. He had been with the company since 1949 and resided at 7 North St., Glen Cove.

DONALD A. HAMILTON of ILS Resource Control, Pl. 1, died Aug. 8 at the age of 60. He had been with the company since 1960 and resided at 24 Schuyler Dr., Commack.

HAROLD B. GARRETT of Structures, Pl. 6, died Aug. 9 at the age of 54. He had been with the company since 1972 and resided at 157 Church Ave., Islip.

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One card takes guessing out of numbers game

Each year, you receive a Benefacts Statement which provides you with a detailed description of all your benefits as a Grumman employee. This personalized statement is a valuable planning tool for the future.

Your Social Security earnings history can be used to make your Benefacts report more complete. If you are age 50 and over and have not already authorized the release of your earnings history by the Social Security Administration, you have been contacted to take advantage of this program. The authorization allows Benefacts Inc. to request your earnings history from the Social Security Administration and report it to you on your 1982 Benefits Statement. Without the authorization, Benefacts will continue to estimate your Social Security Benefits.

This process is particularly valuable if you have a broken or irregular earnings history; for example, if you have served in the military, returned to work after an absence, or had other employers. It also gives you the opportunity to check Social Security records .

If you are eligible and want your history with the Social Security Administration used in the Benefacts calculation, complete the card that has been mailed to you, sign it and return it to the Benefits department — Mail Station All-028, no later than September 18, 1981. For additional information, call the Benefits department on Ext. 5586 or 6292.

GRUMMAN plane news

Published twice a month for the employees of Grumman Aerospace Corporation, Bethpage, N.Y. 11714, as a function of the Public Affairs Department. Brian Masterson, director

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Major realignment creates two operations

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of Engineering to be deputy director of Technical Operations.

Three functional departments report to Mead and Kelly: Engineering (the old Engineering Department combined with Software Systems), Integrated Logistics Support (ILS merged with Product Training), and Flight Test.

"In the mid-70s, the Software Systems department was set up to consolidate and develop expertise in the ever-expanding software business world," says O'Brien. "We are now ready to further improve our competitive position by combining our software and engineering strengths along product lines.

"Our products have become highly software oriented," continues O'Brien, "which means this merger of technical functions was the next logical step.

"In addition, we will be able to better develop the technical and managerial resources required for new product lines."

Will Bischoff heads the new Engineering Department; his previous post was director of Design Engineering. His deputy is Gerry Sandler, formerly director of Software Systems.

'Our products have become highly software oriented'

Three functional directors report to Bischoff and Sandler. Directing System Engineering is Richard Anderson, who had been E-2 program manager. Norm Lewin moved from his post as head of System Engineering to direct the new Vehicle Engineering Department. Robert Ohrtman, previously head of Administration Operations, is now director of Engineering Administration for the newly expanded Engineering Department.

All program engineering managers also report to Bischoff and Sandler.

Same trend

The consolidation of Integrated Logistics Support and Product Training follows the same trend as the other new realignments. "The new ILS department improves the capabilities of each former department by shortening the lines of communication between these two groups," says O'Brien.

Continuity

Harry Kline remains in his position as director of ILS, as does his deputy director Tony Italiano. Tom Campo continues as director of Product Training; he reports to Kline and Italiano.

Both directors of Corporate Material Operations and Technical Operations report to O'Brien.

Personals

Thank you for all your support both during Alan's illness and at his passing. Our heartfelt appreciation goes out to all of you for letting us know how much you thought of him. Phyllis, George, Jerry and Ruth Dreyer

We would like to sincerely thank all of our many friends and co-workers for their kind expressions of sympathy and support on the recent loss of Neal P. Madsen. The Madsen Family

(Continued on page 6)

Everything's moving ahead. *Bob Perniciaro works on one of the two large display models of Grumman's design of a Forward Swept Wing fighter. The real thing will fly sometime near the end of 1983.*

FSW gets more funding

DARPA, the Defense Advanced Research Projects Agency, and Grumman Aerospace signed an agreement to extend funding of the Forward Swept Wing (FSW) program into October. At that time, a second contract will be signed, funding the construction of at least one FSW aircraft.

The agreement signed on August 6 is a modification of the contract signed in March. "This modification, which has a net value of $4.75 million, will allow us to continue working on schedule through October 15," says Program Director Bob Roemer. "The present schedule calls for us to fly a plane in the last quarter of 1983."

Grumman will test the potential value of forward swept wings in a high performance aircraft for the first time. Grumman engineers will be using composite materials to make the wings of this plane strong enough to counter the force of the airstream, which is trying to tear the wings from the plane.

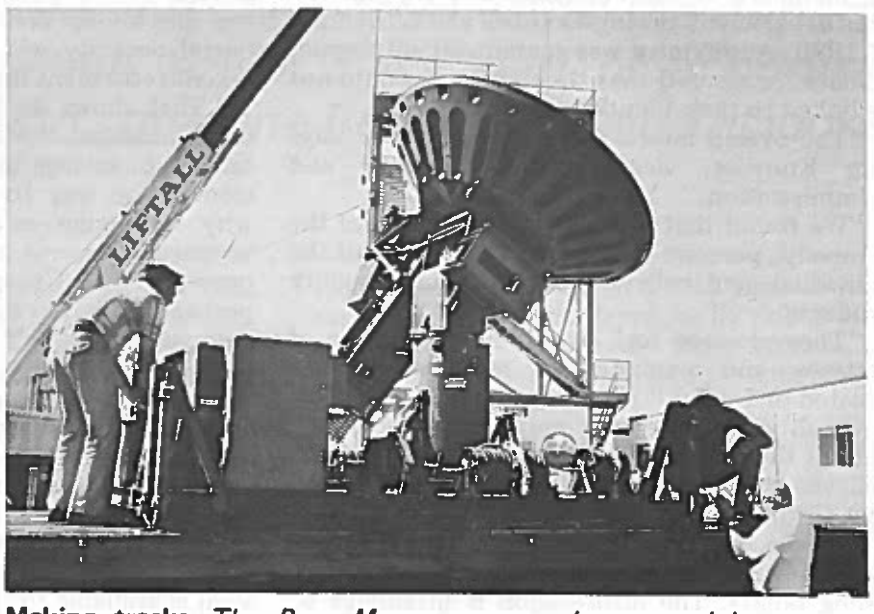
Forward swept wings could be made stiff enough by using conventional metals, but they'd be so heavy that the design benefits of high-speed maneuverability and low drag would lost.

Pave Mover readies for next step

The tracker used by the Pave Mover program was taken off its tower on August 18 and loaded on a truck bound for Holloman Air Force Base in New Mexico. The tracker, which was set up on the Gyrodyne facility in St. James, Long Island, to give Grumman a line-of-sight data link to Connecticut, receives information transmitted from the Pave Mover radar on an F-111.

The radar was designed with Norden Systems of Connecticut. The two companies are developing the system for the Air Force to guide attacking aircraft and missiles against ground targets. The radar had been undergoing its first flight tests.

The Grumman/Norden design is in competition with one by Hughes Aircraft. Both designs will be tested at the White Sands, New Mexico, Proving Grounds during the next few months.



Making tracks. *The Pave Mover program has moved its gear to Holloman AFB for the next phase of the radar's evaluation.*

Employee attitude survey: 1,310 Grummanites talk about their jobs, their bosses, their company

When New York City Mayor Ed Koch asks people, "How'm I doing?" he gets a lot of straight answers.

Grumman Aerospace borrowed the mayor's direct approach several months ago when the Personnel and Administration department asked 1,310 Grummanites what they thought about their jobs, their bosses, and their company. The Employee Attitude Survey has yielded a small mountain of straight answers.

The company hired two consultants — professors of social science at the State University of New York at Stony Brook — to analyze the results and prepare a report of the survey's findings.

Survey participants were randomly selected, by the last two digits of their permanent numbers, from all areas and types of jobs in the company. To check that the sample was truly representative, the participants' characteristics were analyzed and compared with those of the whole company. Because these characteristics — age, sex, years of service, for example — are so closely related to those of the total workforce, the consultants believe it is possible to generalize from the respondents' attitudes and behavior to those of the whole company with a great deal of confidence.

The survey, consisting of 318 questions and six open-ended items, was conducted one-on-one by members of the Personnel and Administration department during October and November of 1980. Anonymity was guaranteed; all respondents were assured that their answers would not be linked to their identities in any way.

"The overall impression is very positive," says Dan Knowles, vice president-Personnel and Administration.

"We found that people here are proud of the company, perceive it to be fair, respectful of the individual, and believe that it produces quality products.

"They do not feel that they are victims of pettiness and manipulation, nor do they feel isolated or fearful," Knowles adds.

Of all the people who were invited to participate in the survey, only seven declined. Knowles believes this is further indication of the trust that Grummanites have in the company.

"People were very candid in telling us what they saw as the company's weak points and strong points. The information is invaluable to us as we plan for our employees' needs," says Knowles.

Many organizations within the company, such as Food Services, Recreation, and Employee Services, will be able to draw upon the survey data to tailor their offerings to their audiences. Industrial Safety and Hygiene, Motivational Programs, and other departments will also find the material useful.

Personnel and Administration is working on plans to respond to the survey's findings, and has asked management and supervision to make recommendations on the best ways to do this.

Most significantly, Knowles feels, the survey has shed light on three areas that need further development: communication on personnel matters, management training, and the way future benefits packages are designed.

"What information you communicate and how well you do it can affect many areas important to individual employees," says Knowles.

...the survey has shed light on three areas that need further development: communication on personnel matters, management training, and the way future benefits packages are designed.

Personnel distributes booklets on retirement planning, on medical insurance, life insurance, the investment plan, and other benefits. However, the survey shows that almost 20 percent of the employees do not read any of these booklets. Another 15 percent, from all areas and types of jobs in the company, report that they do not understand the booklets they do read.

"For example," says Knowles, "we know for a fact that our pension plan is one of the best in the industry. But although the survey shows general satisfaction with the plan, seven out of ten employees feel that the pension plan plus Social Security will not provide them with sufficient retirement income.

"That shows us that we have not effectively communicated the idea that savings are important, too; savings plus Social Security plus pension is the way to plan for retirement. That's why Grumman established the Employee Investment Plan — a savings plan that less than 70 percent of all Grummanites participate in. And perhaps we haven't shown that our pension plan compares favorably with that of other companies."

Further indication of the need for better communication is that while 75 percent feel they are informed about issues such as career paths and pay policies, one-quarter of the respondents felt they were not well informed about matters affecting their growth in the company. "We must do a better job of letting this group know what is available to them," says Knowles.

Management training is another key area.

Supervisors were given high marks for knowledge of their jobs, for being adequately trained in their fields, and for their ability to do performance appraisals. However, they received lower ratings for their ability to communicate with their subordinates, handle disciplinary problems, plan, and generally manage the group.

"These should be a supervisor's strong points," says Knowles, "and we are going to have to pay more attention to these areas when we train supervisory people."

The survey asked respondents to rate their supervisors on how well they serve the needs of their subordinates, and how well they maintain the group's productivity.

About 25 percent felt their bosses were able to maintain both high morale and high productivity. Another 46 percent said their bosses concentrated more on people than on production, while 18 percent felt the opposite: that production got more attention than people. Eight percent have bosses who weren't very effective in either, and two percent say their supervisors pretty much let their groups run themselves.

Flexible benefits

"We'll also be taking a look at providing a more flexible benefits package," says Knowles. "It's an area where we have always taken a traditional role, assuming that we know, through experience and industry trends, what's best for our employees."

Yet the survey showed that over 41 percent thought it would be "very helpful" to partici-

What's your favorite benefit?

The respondents were asked to rate the importance of several major benefits on a scale of one to 10. They were ranked in the following order:

1. *Medical insurance*
2. *Life insurance*
3. *Vacation days*
4. *Pension plan*
5. *Holidays*
6. *Paid absences*
7. *Dental insurance*
8. *Long-term disability*
9. *Short-term disability*
10. *Investment plan*

pate in the selection of their own benefit package; 47 percent thought it would be at least "somewhat helpful," while only 12 percent thought it would not be helpful at all.

Flexible benefit programs can be of special value, for example, to families where both spouses are employed. If one spouse has full medical coverage, the other doesn't need it. Some companies are giving their employees benefit "credits" to apply as they see fit — perhaps increasing dental coverage or life insurance.

"It may be a long way off," says Knowles, "but we know now that the interest is there."

Other difficulties pointed out by the survey will not be as easy to solve.

For instance, career advancement through the Job Opportunity Bulletin (JOB). Two thirds of the respondents feel that appointments to the JOB are given to a favored candidate.

"Most people promoted come from within the department where the job exists," says Knowles. "It's part of a normal career path. But to someone from the outside, it looks like favoritism."

Three-quarters of the respondents feel that appointments to the Supervisory Promotional Opportunity (SPO) program are similarly locked in.

"Company policy has changed toward the SPO, however," Knowles explains. "When a supervisory job to be filled is obviously the next step for someone in the group who has all the requisite qualifications, a corporate committee may rule not to post the job."

The members of the committee are Knowles, Opportunity and Development department co-director Jean Esquerre, and Theresa Mintern, manager of Career Placement.

Too young?

Age discrimination is a problem in many companies; but at Grumman, it takes a slightly different turn.

Of all employees, 82 percent do not feel discriminated against for any reason: not age, sex, race, physical handicap, religion, or veteran status. However, of the remaining 18 percent who do sense discrimination, age is the most frequently cited reason. *But it is not the older people, but rather the younger groups who feel this.*

Of the nine percent who believe they have been discriminated against because of age, 32 percent are under 25 years old; 13 percent are in the 25–34 age group. Only eight percent of those claiming age discrimination are in the 55–64 group.

"That makes more sense when you consider that the average age at Grumman is 45," says Knowles.

Only a little over half of all Grummanites polled claimed they knew about the Affirmative Action program. Surprisingly, many of the people who knew least about Affirmative Action are minorities and women.

"People are aware of salary ranges, the JOB, and other structures that we have to maintain equal opportunity in the workplace," says Knowles. "But they don't identify these structures as part of the Affirmative Action Program. In the future, we will have to communicate our efforts and practices in these areas using the very words 'Affirmative Action.' "

Of those who know about the program, 84 percent think it is administered fairly, and 80 percent think it is administered effectively.

Other findings

- Three-quarters of the respondents prefer a merit raise pay increase over the cost of living increase. Sixty percent feel that their paycheck fairly reflects the value of their work. Half of the respondents think the pay policies are administered fairly, and 56 percent believe they are administered effectively.
- Three out of four believe that the introduction of new technology would increase productivity.
- Sixty-seven percent are satisfied with their current career development; 78 percent believe that their past performance has been recognized with more complex and responsible tasks. Sixty-five percent believe that Grumman provides sufficient career opportunities, although only 58 percent understand the career paths open to them.
- Ninety-two percent of the respondents believe the performance appraisal system is fair; 88 percent think their appraisals are accurate.
- Seventy-nine percent drive to work alone; another 20 percent belong to car pools. Fifty-nine percent of the respondents would take a bus to and from work if that service were available, and 75 percent would use a bus for interplant travel. Those figures were surprising to Knowles since, as he points out, similar efforts to provide those services in the mid-seventies failed because employees displayed little interest.

'Most people promoted come from within the department where the job exists... It's part of a normal career path. But to someone from the outside, it looks like favoritism.'

"I think the survey gives us a good picture of the company," says Knowles. "Like a photograph of anything familiar, the survey confirms our general perceptions of the subject. But upon closer scrutiny, the survey — just like a photograph — can reveal surprises and point out areas that need improvement.

"Doing something about those areas is the task ahead of us now."

calendar

Aikido Club: every Mon. and Wed., 5:15 p.m., GAA bldg.; for sport and self-defense; L.I. Aikido Federation; all Grumman employees welcome. B. Bauman, Ext. 3013

Alcoholics Anonymous: every Mon., 4:30 p.m., Pl. 15, conference room C, closed meetings; Personnel Relations, Ext. 3521; Calverton: Chemical Dependency Discussion Group, every Mon., 4-5 p.m., Hdg. Bldg.; open meeting. C. Robb, Ext. 117-6526

Amateur Radio Club: every 3rd Wednesday of the month. Wed., Sept. 16, Pl. 5 conference room BD-1, 5 p.m. D. Townes, Ext. 2889

C.B.I. Vets Association: Tues., Sept. 29, Recreation bldg., 5 p.m. Guest speaker will be Kurt Rosenbaum, New York State Jr. Vice Commander. Guests welcome. W. Pytlowany, Ext. 8617

Coin Club: (Calverton) every Fri., noon lunch, Pl. 6 conference room. W. Kondratowicz, Ext. 6680

Dance Club: every Wed., 5-8 p.m., Recreation bldg. Guests welcome. G. Cupolo, Ext. 4155

Fencing Club: every Wed., 4:30-6:00 p.m., Recreation bldg. Guests welcome. J. Hayne, Ext. 5556/P. Chaldaris, Ext. 3638

Folk Dancer's Club: (Calverton) every Thurs., 2nd floor, Pl. 6, lunchtime, Grumman employees only. J. Hamelman, Ext. 117-6835

Karate Club: every Tues. and Thurs., Recreation bldg., beginners 4:30 to 5:30 p.m., advanced 5:30 to 7:00 p.m., black belt instructors, physical and mental development; guests welcome. T. Ortiz, Ext. 4764

Model Railroad Society: every Wed., 7 p.m., Recreation bldg. Regular meeting. Guests welcome. R. Muntz, Ext. 115-6219

Photography Club: Mon., Sept. 14 and Mon., Sept 28, Recreation bldg., 5 p.m. Guests welcome. D. Burdish, Ext. 115-8493

Rod & Gun Club: Wed., Sept. 23, Ground Round, Jericho Tnpk, South Huntington, 5:30 p.m. Quarterly meeting mixer. Guests welcome. G. Woodruff, Ext. 9596

Tap Dancing Club: every Monday, Recreation bldg., 4:45 to 5:30. Beginners and guests welcome. P. Tropea, Ext. 8091

Tennis Club: Wed., Sept 16, Recreation bldg., Room A, 5 p.m. Beginners to advanced players welcome. J. Blumling, Ext. 5184/B. Owen, Ext. 7629

Acting up

Three dollars is a terrific price for tickets to a Broadway play. Even when it's Broadway in Bethpage — in the auditorium of Bethpage Junior High School.

The Grumman Theater Guild will present an evening of one-act plays there on September 18 and 19 at 8:00 p.m. Selections include "Next" by Terrence McNally, "Before Breakfast" by Eugene O'Neill, and "A Good Time" by Ernest Thompson.

Tickets are priced at $2 for students and senior citizens. Grumman Recreation (Ext. 2133) is handling ticket sales.

In the news

She's first lady of Grumman. *Rose Grumman, wife of company founder and Honorary Chairman of the Board of Grumman Corporation Leroy Grumman, returned to visit the Bethpage facility on August 24 and was escorted by Aerospace President George Skurla. One of her first stops was the History Center in Plant 35.*

A Stately visit. *Grumman Corporation Chairman Jack Bierwirth (second from L), along with Jack Carroll, vice president — Community Affairs (third from R), took New York State Comptroller Edward Regan (third from L) on a tour of Grumman Facilities recently. Plant 1 manager George Reinhardt explained the work being done by Charlie Popeleski (L) and Nat Thomas (R) on a Grumman F-14.*

Sharing our talent. *The five Grummanites who'll be on temporary assignment to the United Way of Long Island recently met with Joe Gavin (C), President of the Grumman Corporation and a member of the board of United Way, and Wells Darling (Third, L), Grumman's campaign chairman this year. They are (from L): Don Sheehan, Fred Roemer, Paul West, Frank Crane and Al Wallace.*

obituaries

(Continued from page 2)

LEWIS MOORES of Plant Protection, Pl. 40, died Aug. 10 at the age of 63. He had been with the company since 1960 and resided at 43 Laurel Ave., Glen Cove.

JOSEPH R. ROMANOSKI of Rec-Insp-Plng/Methods, Pl. 24, died Aug. 11 at the age of 67. He had been with the company since 1949 and resided at Box 135, Sayville.

ARTHUR K. MARQUARDT of Maint-Rearrangement, Pl. 3, died Aug. 12 at the age of 62. He had been with the company since 1958 and resided at 12 Newpoint Pl., Amityville.

JAMES E. WATSON of Maint-Facil. Equip. & Gen., Pl. 44, died Aug. 15 at the age of 42. He had been with the company since 1967 and resided at 51 Saratoga Ave., N. Babylon.

WILLIAM H. KERRIGAN of Plant Protection, Pl. 18, died Aug. 17 at the age of 56. He had been with the company since 1973 and resided at 17 Eldridge St., E. Northport.

ROOSEVELT DAVIS JR., of Maint-Rearrangement, Pl. 1, died Aug. 20 at the age of 46. He had been with the company since 1967 and resided at 104 Harvard St., Hempstead.

Personals

(Continued from page 3)

We wish to express our deep appreciation for the kindness and generosity extended by my co-workers and friends during the recent loss of my sister. **Sonny Gumbs and Family**

My family and I send our heartfelt thanks to all Grummanites who expressed their sympathy on the recent death of my mother. **Pete Ivy**

We wish to express our sincere appreciation for the many expressions of sympathy received during the recent loss of my father. **F.C. Davis and The Goode Family**

The family of James P. McGuirk sincerely thanks the entire Grumman family for their kind and sincere expressions of sympathy and concern during their recent bereavement. **Margaret McGuirk and Family**

I wish to express my thanks to my friends and co-workers for their thoughtfulness during the death of my father on July 17, 1981. **Mary G. Manis**

We wish to thank my friends for their sincere sympathy and well wishes during the recent loss of my father. **Margaret Goodman**

We wish to express our sincere appreciation for the many expressions of sympathy received during the recent loss of my mother. **Ralph Siegel**

Acknowledging with grateful appreciation your very kind and thoughtful expression of sympathy. **Sal Fico and Family**

I wish to express my deep appreciation for the kindness and generosity extended by my many friends during the recent loss of my wife. Thank you. **Bud Thomsen**

The family of Motildo Proskac gratefully acknowledges and thanks you for your kind expressions of sympathy.

My family and I would like to express our gratitude to all my friends and co-workers for their expressions of sympathy during the recent loss of my mother, Claire Damico. **Paul Damico and Family**

I wish to express to all my friends and co-workers my deep and sincere appreciation for the kindness, generosity and sympathy shown during the recent loss of my wife. **Jim Morrissey**

Can't dampen their spirits. *The 1981 Grumman Golf Tournament winners beat the rain and 130 other golfers to take home trophies.*

144 golfers put to test

The clouds may have protected the fairways and greens of Pine Hills Country Club from the sun, but they couldn't protect them from 144 sizzling Grumman golfers.

"We had some great players come out," says Recreation's Mike Cherry about the annual Grumman Golf Championship and Kickers tournament, held on August 12. "There was a little rain," he recalls. But, that didn't stop anyone.

It didn't stop Joan Pavlat, who won a pair of trophies for the second consecutive year. Her 104 -41 = 63 was the low net score among the women for the day, and the 104 was the lowest she's ever carded in the tournament. "It was with 12 holes in the rain," she recalls. Even though the rain pushed her score higher than she had hoped, she enjoyed the tournament. "As long as you're out there playing golf instead of working, it's nice."

Pavlat also won the women's longest drive competition with a 200-yard drive.

Here are the winners in each category of the 1981 Grumman Golf tournament: Bill Suppa, low gross — men; Gene Galeski, second low gross — men; Art Darcy, low gross — seniors; Howard Fraser, second low gross — seniors; Bella Cherry, low gross — women; Larry Maloney, low net — men; Tom Main, second low net — men; William Muller, low net — seniors; Joe Brazzamano, second low net — seniors; Joan Pavlat, low net — women; Don Waller Jr., low net — Callaway system; Al Hauser, second low net — Callaway system; Gene Galeski, longest drive — men; Joan Pavlat, longest drive — women; Al Nathan, closest to the pin — men; Rita Looney, closest to the pin — women.

Varsity wins regionals by overcoming weather

In spite of it all, in spite of two agonizingly close games against AT&T's New Jersey team, Grumman won the 1981 Regional softball playoffs on August 8 in Cantiague Park in Hicksville, giving themselves another shot at the biggest trophy of all the national industrial championship.

Grumman won the regionals on tenacity. The weather took the home run away from them. They beat Technicon by singling and doubling them to death. They beat AT&T by playing good defense, and getting the big hit when they needed it.

Against Technicon, Grumman just kept hitting the ball into the gaps.

Grumman built up an 8-0 lead after one inning, which is the way the Tomcats start most of their games. However, this was not an indication of how their remaining two games would start.

Even though they went on to beat Technicon by a one-sided 15-3 score, even though the infielders were handling the ball as though it was a perfect day, something was missing.

"Frankly," Grumman manager Jack Keane explained later in the playoffs, "we're just not mudders." The heavy, humid air did more to dampen Grumman's powerful offense than any of the defenses they faced that day.

How tough was the rest of the tournament? Look at the situation in the top of the sixth inning in the first game against AT&T.

The score was 3-2, in favor of AT&T. The winner of this game was guaranteed a trip to the nationals.

Grumman slugger Mike Gallo was up. Bill DeWitt was on third. There were two out.

Gallo hit a slow grounder to third. DeWitt was racing home. Gallo was racing to first. The third baseman grabbed the ball, fired to first. The first baseman stretched as far as he could. The ball was in his glove.

But he had used all his strength to reach the ball and had none left to hold it. The ball trickled out of his glove. The game was tied.

If there had been 60,000 people at Cantiague Park, they, too, would have only heard his teammates urge cleanup hitter Larry Bates on. They would have only heard Bates, who had been trying to reach the fence all this rainy day, let out a groan when he swung the bat. They would have seen the ball clear the fence this time. Like his teammates, they would have gone bananas. Bates was eventually named the tournament's MVP.

Grumman had a 5-3 lead going into the seventh. When Joe Rivera grabbed a line drive out of the air for the third out, they were officially on their way to the industrial nationals.

Grumman and AT&T met one more time, in the finals. The game went 10 innings; the last four in a downpour. Grumman won the Eastern regional championship by an 8-7 score.

Safe hunting

Good, safe hunters know the capabilities and limitations of themselves and their equipment. That's why beginning hunters must take safety courses before they take to the woods.

The Grumman Rod and Gun Club is giving a two-night bow hunter safety course on September 24 and October 1 at 7:30 p.m. Classes will be held at the Grumman Data Systems Institute, Room Two, 280 Crossways Parkway in Woodbury. It's open to all Grummanites and their families.

For more information, call Tony Mascia, Ext. 8002.

scorecard

Green thumb champ

Do you grow the best dahlias on the block? Does your vegetable garden make the Green Giant jealous?

Maybe you should try your luck at the Grumman Garden Forum's Fall Garden Show on Tuesday, September 15, in the Plant 35 cafeteria. Brochures listing show rules and categories are available in all Employee Service offices.

Categories include flowers, fruits, vegetables, houseplants, and arrangements. The Garden Forum notes that all entries must be grown by the exhibitor.

All entries must be in the Plant 35 cafeteria by 8:30 a.m. on September 15. Show hours are from 11:30 until the end of the second lunch period. All Grummanites are invited to enter the competition or just enjoy the show.

Can you drive?

The Grumman Varsity Basketball Team will hold try-outs at Charles Campagne School in Bethpage on October 6, 13, 20, and 27 from 5:30 to 8:30 p.m. The coaches report that the team is looking for defensive rebounders.

The intramural league is also getting set for the upcoming season. An organizational meeting is scheduled for Tuesday, September 22, in the Recreation office (Plant 28A) at 5 p.m. All team captains should attend, and rosters should be submitted at this time.

If you wish to play but are not on a team roster, call Recreation on Ext. 2133.

Be crafty

Here's your big chance to show off your skills in your favorite crafts and hobbies: the 1981 Hobby Show.

The show is open to Grumman employees and retirees, who can show their stuff in 20 categories, from ceramics to wood carving.

The show will run from October 8 through 11. Entries will be accepted on October 5,6 and 7. Ribbons will be awarded to first, second and third place winners in each category and the best in show will earn a $100 Savings Bond.

This show will be held in Plant 28A in Bethpage. Call Ext. 2133 (in Calverton, Ext. 117-6559; in Great River 113-7757) for more information.

Championship fits golfers to a tee

The Tomcats did it. So did the Grumman Angels, and teams from Great River and Stuart, Florida. It's been a good year for Grumman athletes. Now the Grumman varsity golf team has taken its turn and won the 1981 Eastern States Industrial Golf Tournament.

The team of Jim Alverson, Perry DiMattia, Steve Lake and Jim Minsky beat teams from 28 companies, representing 31 locations on the East coast.

Grumman also fielded another team — Bob Chalus, Al Herring, Joe Gambino and Bob Murray — and they finished fourth.

Minsky's 74-73=147 topped the other 283 other golfers who played in the two-day tournament, held on August 22 and 23 at Pocono Manor.

"All the teams there were excellent," says Minsky, who is varsity's captain, "But we are teamed up very well ourselves and we all had excellent scores."

Indeed they did. Murray finished fourth overall with a 155, and right behind him were Chalus (156), Lake (157) and Alverson (158). Herring had a 162 and DiMattia a 167. Joe Gambino, who had a very difficult time the first day when he carded a 94, roared back on Sunday with a 72. It was the lowest 18-hole score of the tournament.

The tournament was played over Pocono Manor's two courses. "The East course was a lot easier," Minsky recalls. One hole, for example, was 77 yards long, though you couldn't see the green from the tee.

"Another par three was 190 yards long, but you had to hit toward a directional flag." The tee shot, if hit just to the right of the flag, according to Minsky, would crest a hill and roll onto the green, toward the pin. He parred both holes.

The West course was the tougher of the two. "The greens were very tight and built up on knolls." He says that around the greens the grass was so high, it was more like rough. "If you didn't hit the greens you were in trouble."

Minsky was grouped with one young man who found that out.

"He told us he had been number one when he played with the University of Virginia team, and he had carded the best score of this tournament last year — but he wasn't having that kind of luck this time around," says Minsky.

"The guy lost three balls on the very first hole."

East's best. *Jim Minsky was the top golfer in the Eastern States tournament.*

Vacation values don't end with summer

The Grumman Recreation Department has lined up a number of trips for the coming months, one of which you just might like to take.

You might like to take the weekend excursion to the Playboy Club in Great Gorge, New Jersey. Included in the per person price of $160 (double or triple occupancy) is round trip bus transportation, two nights at the Club, which includes two brunches and dinner and plenty of entertainment at night and things to do during the day.

To reserve a spot for this November 6-8 weekend you must get your $50 per person deposit to the Recreation Department by September 15.

Visit the island

Christmas is a long way off, but prepare now because the day after Christmas is when you'll leave for a week's stay on another island, St. Maarten. Why prepare now? Because the sign-up date is Tuesday, September 15 at 5:30 p.m. in Plant 28A.

On this trip, you'll have seven nights accomodations at the Hotel with breakfast and dinner daily. Call Recreation, Ext. 2133, for trip prices.

You will have to make a $100 deposit per person.

If you like to mix a little history into your trip, the November 20-22 weekend bus trip to Boston might be what you want.

The price of this weekend trip is $120 per person, double occupancy, ($155 single, $110 triple).

Don't wait

If you just want to have a weekend of fun, this is the place: Woodloch Pines, Pennsylvania. This vacation spot is very popular. So popular, that you must make your reservation deposit before October 1. The trip is scheduled for the weekend of March 12-14, 1982.

Along with two nights' accommodations you'll get five meals, nightly entertainment—including a special Saturday night show—and plenty of activities.

The cost of it all is $155, $165 or $170 per person, depending on the type of accommodations you choose.

You'll need to make a $50 per person deposit for this trip.

To make reservations for any of the Recreation trips, see Ellen Drasser in Plant 28A. For more information, call her on Ext. 2133.

The key to a good vacation is planning. Plan ahead. Plan now for the Recreation Department's great trip to Bermuda, scheduled for March 7–12, 1982.

The only available price at press time is the double occupancy price of $519 per person. That includes accommodations at the Bermudiana or Belmont Hotel, American breakfast and dinner daily, transportation and more.

Sign up for this trip on November 17, at 5:30 p.m. in Plant 28A. A $100 per person deposit will be required at that time.

Thinking snow? Recreation is. They've lined up a ski and tour package to Innsbruck, Austria, and Munich, Germany for February 20 — March 2, 1982.

As part of the $849 per person, double occupancy package, you'll stay for seven nights at the Roter Adler in Innsbruck with continental breakfast and full course dinner daily. You will then spend two nights in Munich at the Penta Hotel with continental breakfasts.

For complete information about this trip call Recreation, Ext. 2133. The sign-up meeting is scheduled for Tuesday, November 10, in Plant 28A.

GRUMMAN plane news

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